



EOA Symposium

“Raising the bar: Embracing Diversity”

Commandant,

**Naval District
Washington**

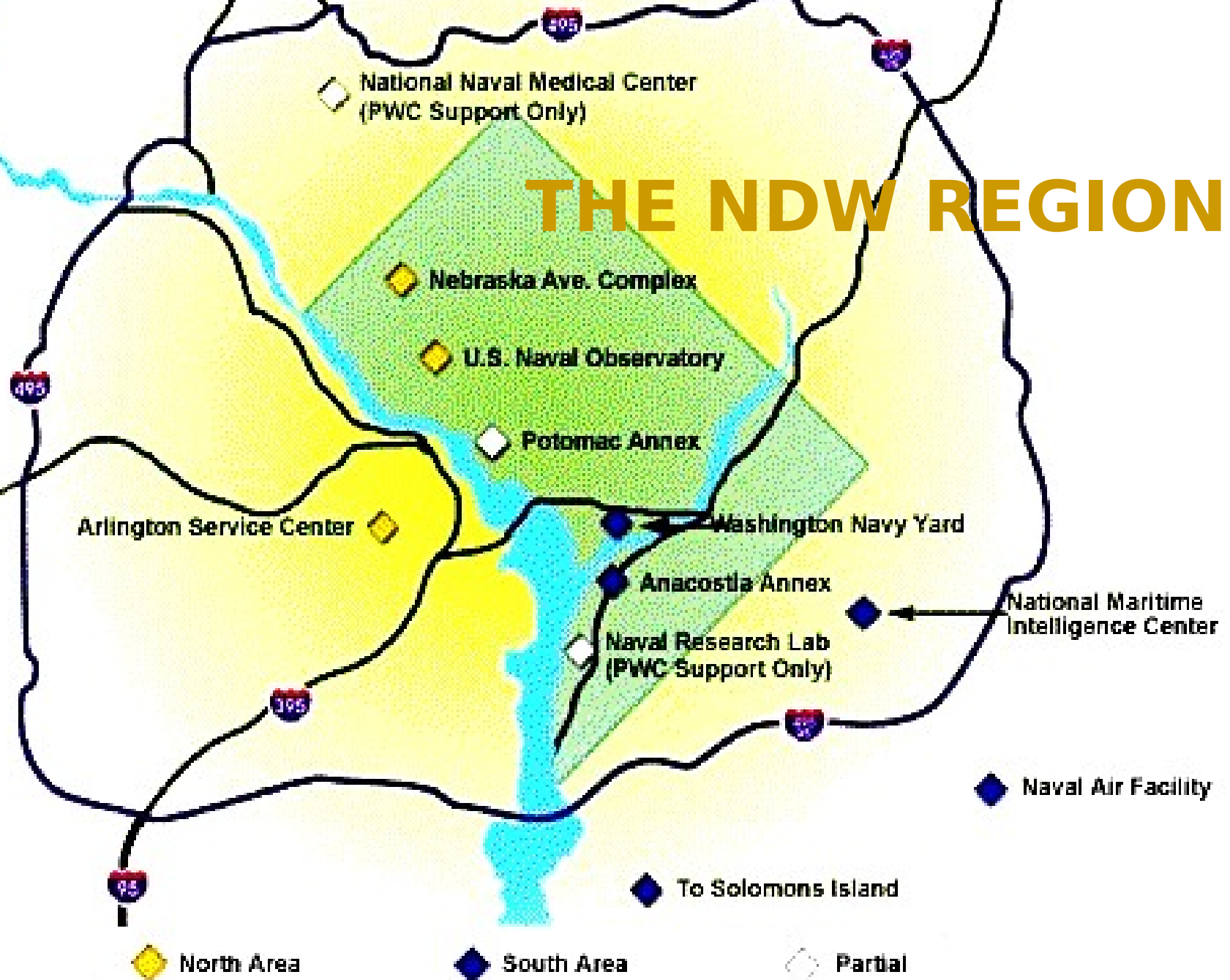


Agenda



- Regionalization of EOA's in the Washington DC area.
- Roles and responsibilities of an EOA.
- Why is Embracing Diversity important?
- Creating a cohesive work environment for Military and Civilian personnel alike.
- Advice to EOAs.

THE NDW REGION





Regionalization of NDW EOAs

- Reason for regionalization:
 - Identified 200 commands without detailed or co-located EOAs.
- Purpose:
 - To ensure that NDW's mission of SERVICE, SUPPORT and SUSTAINMENT are met.



Regionalization Continued

- Services provided:
 - Climate assessment assistance
 - Training
- NDW EOA's website:
<http://www.ndw.navy.mil/EOA/EOA.html>



Roles and Responsibilities of an EOA

- Keep the Commanding Officer focused on Command Climate.
- See the Commanding Officer when you need to.
- Be honest, tell the Commanding Officer what he or she needs to hear regarding Command Climate.



Why is Embracing Diversity important ?

- Essential to the Command meeting it's mission.
- It is directly proportional to organizational effectiveness and high quality of service.
- In wartime, it's another way to multiply force and control the battlefield.



Creating a cohesive work environment for Military and Civilian personnel in NDW

- **One Team, One Fight**
- Military and Civilian personnel are treated equal when appropriate.
- Combined award ceremonies.
- All personnel are encouraged to attend GMT.
- Conduct “Brown Bag Luncheons” and “Town Hall Meetings.”



Advice to EOAs

- Be confident
- Be pro-active
- Sell and promote the EO program
- Communicate clearly and regularly



Summary



- Regionalization of EOA's in the Washington DC area is a success.
- Roles and Responsibilities of an EOA:
 - Know your job, your command, yourself.
- Why Embracing Diversity is important?
 - It's who we are.
- Creating a positive work environment for Military and Civilian personnel alike.
- Advice to EOAs: "High Touch", Not "High Tech."